



# Towards a sustainable health workforce in the WHO European Region: framework for action

Human Resources for Health Programme  
Division of Health Systems and Public Health

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**World Health  
Organization**

REGIONAL OFFICE FOR  
**Europe**



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# Framework for Action

- The global context: The Global Strategy on HRH; and The UN High-Level Commission
- The policy context in the European Region
- Elements of a Framework for Action
- The Framework for Action - aligning global and regional priorities
- Consultation timeline 2016-17



# Recommendations of the High-Level Commission on Health Employment and Economic Growth



## 6 Recommendations to transform the health workforce for the SDGs

### 1 JOB CREATION



### 2 GENDER AND WOMEN'S RIGHTS



### 3 EDUCATION, TRAINING AND SKILLS



### 4 HEALTH SERVICE DELIVERY AND ORGANIZATION



### 5 TECHNOLOGY



### 6 CRISES AND HUMANITARIAN SETTINGS



## 4 Recommendations to enable change

### 7 FINANCING AND FISCAL SPACE



### 8 PARTNERSHIP AND COOPERATION



### 9 INTERNATIONAL MIGRATION



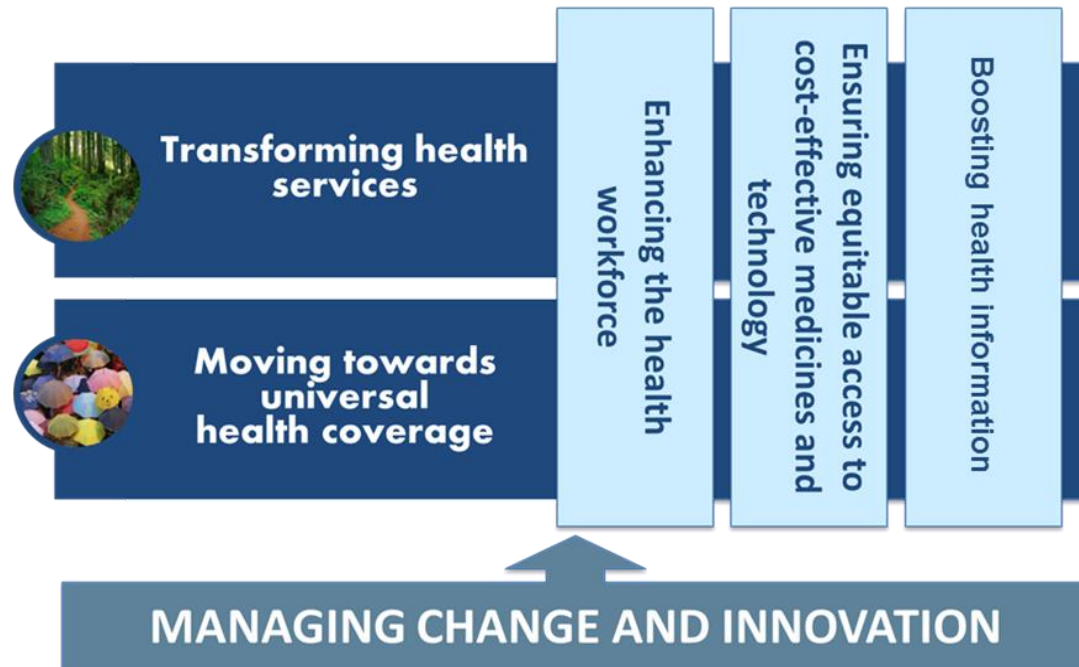
### 10 DATA, INFORMATION AND ACCOUNTABILITY



For further details: <http://who.int/hrh/com-heeg/reports/en/>

# Health 2020: sustainable health systems requires an enhanced and transformed health workforce

## Framework for health system strengthening in the WHO European Region 2015-2020



# Action at the WHO European Region

Agenda item at the 67<sup>th</sup> session of the Regional Committee for Europe, Sept. 2017

- Draft RC 67 document “Towards a sustainable health workforce in the WHO European Region: A Framework for Action” which will be considered by MSs
- Framework **aligns** with the Global Strategy on human resources for health, translates and reinforces its four objectives in the Region –specific context, Region-relevant policy priorities and actions
- **Supports the implementation** of the High-Level Commission recommendations to transform the health workforce for the SDGs
- **Provides** MSs with policy options and implementation modalities.
- **Accompanied** by a Tool kit which provides access to relevant policy and planning tools, analytical approaches and good practice examples

# Context for the development of a sustainable health workforce in the WHO European Region

- Aligns with the health systems strengthening approach, as underpinned by the values and principles set out in Health 2020, the Ljubljana Charter on Reforming Health Care in Europe, and the Tallinn Charter: Health Systems for Health and Wealth.
- Builds on the Priorities for Health Systems Strengthening, which saw “enhancing the health workforce” as a necessary foundation to the achievement of the two health systems priorities for the Region: **transforming health services delivery** and **moving towards universal health coverage**.

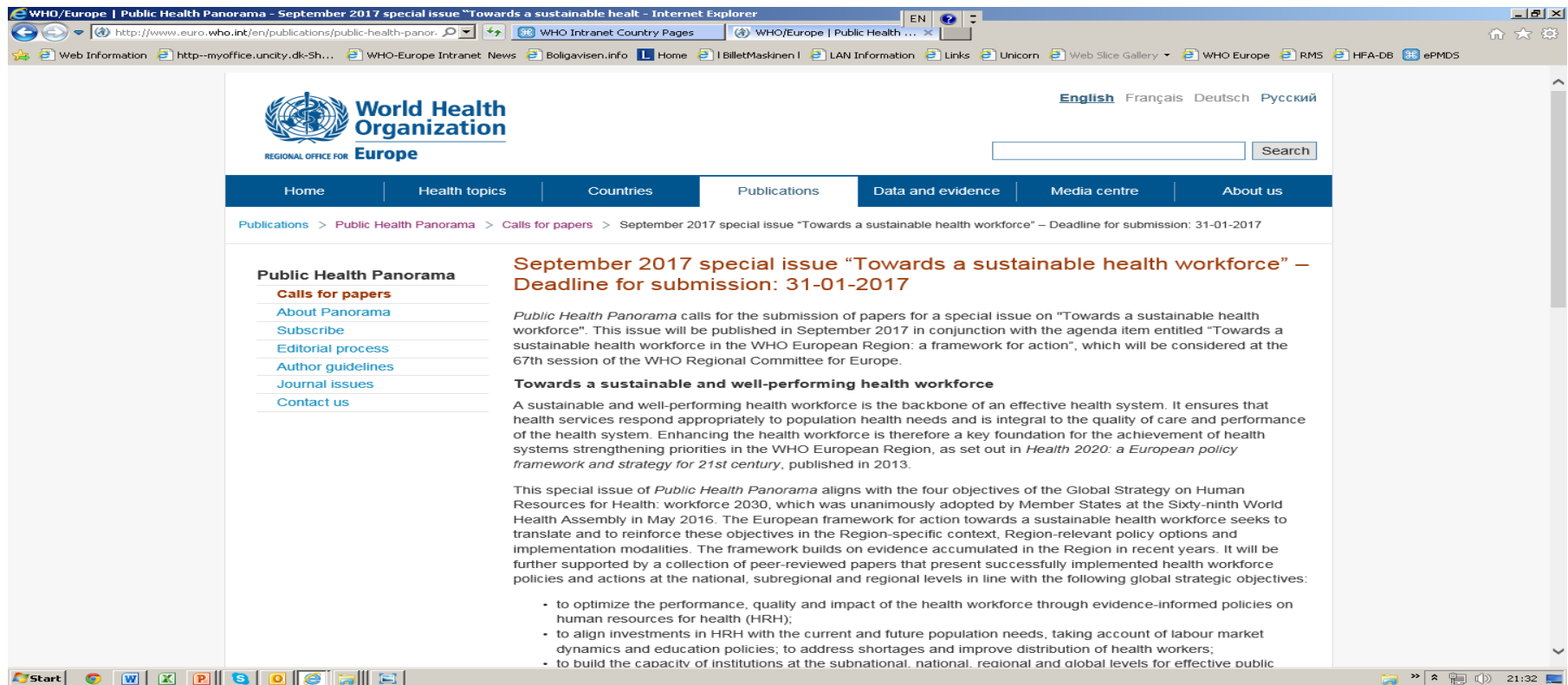
# Towards a sustainable health workforce in the WHO European Region: framework for action

- **Vision:** “To accelerate progress towards the population health benefits of Health 2020 and longer term health goals in European Region by ensuring equitable access to health workers within strengthened health systems”
- Will build on and reinforce the **four main objectives of the Global Strategy**, translating them to the specific context and relevant policy priorities and actions of the European Region, in consultation with Member States and relevant international partners:
  1. Optimize the performance quality and impact of the health workforce
  2. Anticipate future workforce requirements by 2030 and plan changes
  3. Strengthen capacity to manage HRH policy, planning, implementation
  4. Strengthen the data, evidence and knowledge for cost-effective policy decisions



# Public Health Panorama: call for papers

## September 2017 special issue “Towards a sustainable health workforce in the WHO European Region”



The screenshot shows a web browser window displaying the WHO Europe website. The page title is "Public Health Panorama - September 2017 special issue 'Towards a sustainable health workforce'". The URL is <http://www.euro.who.int/en/publications/public-health-panor...>. The page features the WHO logo and the text "World Health Organization REGIONAL OFFICE FOR Europe". A navigation menu includes "Home", "Health topics", "Countries", "Publications", "Data and evidence", "Media centre", and "About us". The main content area is titled "September 2017 special issue 'Towards a sustainable health workforce' - Deadline for submission: 31-01-2017". It includes a sidebar with links for "Public Health Panorama", "Calls for papers", "About Panorama", "Subscribe", "Editorial process", "Author guidelines", "Journal issues", and "Contact us". The main text describes the special issue and provides a list of global strategic objectives.

**September 2017 special issue “Towards a sustainable health workforce” – Deadline for submission: 31-01-2017**

*Public Health Panorama* calls for the submission of papers for a special issue on “Towards a sustainable health workforce”. This issue will be published in September 2017 in conjunction with the agenda item entitled “Towards a sustainable health workforce in the WHO European Region: a framework for action”, which will be considered at the 67th session of the WHO Regional Committee for Europe.

**Towards a sustainable and well-performing health workforce**

A sustainable and well-performing health workforce is the backbone of an effective health system. It ensures that health services respond appropriately to population health needs and is integral to the quality of care and performance of the health system. Enhancing the health workforce is therefore a key foundation for the achievement of health systems strengthening priorities in the WHO European Region, as set out in *Health 2020: a European policy framework and strategy for 21st century*, published in 2013.

This special issue of *Public Health Panorama* aligns with the four objectives of the Global Strategy on Human Resources for Health: workforce 2030, which was unanimously adopted by Member States at the Sixty-ninth World Health Assembly in May 2016. The European framework for action towards a sustainable health workforce seeks to translate and to reinforce these objectives in the Region-specific context, Region-relevant policy options and implementation modalities. The framework builds on evidence accumulated in the Region in recent years. It will be further supported by a collection of peer-reviewed papers that present successfully implemented health workforce policies and actions at the national, subregional and regional levels in line with the following global strategic objectives:

- to optimize the performance, quality and impact of the health workforce through evidence-informed policies on human resources for health (HRH);
- to align investments in HRH with the current and future population needs, taking account of labour market dynamics and education policies; to address shortages and improve distribution of health workers;
- to build the capacity of institutions at the subnational, national, regional and global levels for effective public

<http://www.euro.who.int/en/publications/public-health-panorama/calls-for-papers/september-2017-special-issue-towards-a-sustainable-health-workforce-deadline-for-submission-31-01-2017>

# Timeline for the process, and milestones towards RC67

